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CAREER SERVICE APPLICATION OF SUGGESTIONS
MADE IN DDCI MEMORANDUM DTD 12 JUL 76

The DDCI memorandum of 12 July which transmitted the PDP for FY 77 to the Deputy Directors, included six policies or goals for the preparation of this cycle of PDP. Those that lend themselves to statistical analysis are commented upon herein; the others can be judged only after review of the name lists and discussions with the Heads of the Career Services.

The goals and analyses are as follows:

- a. Goal - Identify vacancies as specifically as possible.

Analysis - Achievement of this goal can be judged only by a review of Chart VII, "Identification of Expected Vacant Executive Level Positions (GS-15 - GS-17 and SPS) FY 77 - 79."

This chart is retained by the Head of the Career Service for discussion with the DDCI and is not made available to the Office of Personnel.

- b. Goal - Identify for each vacancy a minimum of two individuals qualified for the assignment.

Achievement - for FY 77 the statistics are as follows:

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	<u>Qualified Replacements</u>	<u>Vacancies</u>	<u>FY 77 Ratio</u>	<u>For Comparison FY 76 Ratio</u>
Agency			.77:1	.35:1
DDO			.62:1	.33:1
DDI			1.45:1	.49:1
DDS&T			.62:1	.27:1
DDA			.95:1	.39:1
E			.26:1	.15:1

The projections for the subsequent two years reflect no substantial change in the ratio either in the Agency as a whole or in any of the Career Services.

As indicated in the above chart, the ratios reflected in this year's PDP are greatly improved over last year's ratios. We cannot tell, however, if the increased numbers of qualified executives came about as a result of one or two years of planned development and training or if the increase is a result of a more thorough review of the requirements and the qualifications of the personnel available. This could be clarified in discussions with Heads of the Services. Each Career Service has increased its number of GS-15 officers in developmental training and assignments which should in the course of time further improve the ratio between qualified executives and executive vacancies.


- c. Goal - Be aware of the personal goals and plans of each executive level officer so incompatibilities between their plans and Office goals and plans can be reconciled.

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Achievement - While not a completely accurate measure of this goal, indications of achievement can be gained by the following analysis of Chart IA, "GS-15 - GS-17 and SPS Positions Expected to Become Vacant."

	<u>FY 76 Vacancy Projection</u>	<u>FY 76 Actual Vacancy</u>	<u>FY 76 % Miscalculations</u>	<u>For Comparison FY 75 % Miscalculations</u>
Agency				40
DDO				45
DDI				29
DDS&T				31
DDA				59
E				62

This chart clearly indicates more accurate projections of the number of executive vacancies occurring during the year. It can be assumed this higher degree of accuracy is the result of management's increased understanding of the personal goals and objectives of the incumbent executives. Discussions with the Heads of the Career Services, however, would be needed to gain a fuller understanding.

- d. Goal - Ideally have a minimum of three individuals in the feeder group, GS-13 through GS-15, being trained and developed for each executive position on the staffing complement.

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25X1 Analysis - To accomplish this goal as stated, all but [] of the [] current GS-13 - 15s would necessarily be in a PDP development program. We recommend the goal be modified to have three officers identified in the feeder group or Developmental Roster for each anticipated executive vacancy over the three year period. With this objective in mind, the following statistics are provided for FY 77 PDP:

25X1

	<u>Employees On Developmental Roster</u>	<u>FY 77 - 79 Position Vacancies</u>	<u>FY 77 Ratio</u>	<u>For Comparison: FY 76 Ratio</u>
Agency	[]	[]	2.01:1	1.59:1
DDO			1.66:1	1.47:1
DDI			4.22:1	2.34:1
DDS&T			2.75:1	2.32:1
DDA			1.86:1	1.32:1
E			.75:1	.62:1

- e. Goal - Know the personal plans and goals of each individual on the Executive Developmental Roster.

Achievement - The plans and goals of the individuals on the Developmental Roster may not always agree with those of the Career Services and outside circumstances may force certain actions. It appears, however, that the goals of Career Services and the goals of the individual officers during FY 76 were in substantial agreement.

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Lines 12 and 13 of Chart IIB Supplement, page 4, tend to substantiate this appearance as they report only ☐ individuals, or ☐ of the Developmental Roster, either retired or resigned. Line 11 of that chart reports ☐ individuals on the Roster were dropped from the PDP but stayed with the Agency. This number testifies to the on-going review of all PDP identified officers and is a healthy activity.

f. Goal - Identify and schedule specific developmental requirements for each individual on the Roster.

Achievement - The following statistical summary provides a partial analysis of this ; however, a review of the listing on Chart VII, Developmental Roster - Name Listing, not available to the Office of Personnel, would be necessary to complete the analysis. Also discrepancies have been identified between Charts IIA and VI, both of which deal to some extent with training and developmental assignments - these discrepancies are discussed in the page by page analysis.

Executive Developmental Roster
Chart II A
Development/Training Experiences

	<u>FY 76</u> <u>Goals</u>	<u>FY 76</u> <u>Achievements</u>	<u>FY 76 %</u> <u>Achievement</u>	<u>For Comparison:</u> <u>FY 75 %</u> <u>Achievement</u>
Agency				
DDO				
DDI				
DDSET				
DNA				
E				

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The above chart indicates a higher percentage of achievement of the development training/assignment goal than was experienced last year.

Chart VI
Training GS-13 - 15 Only

	<u>FY 77 Individuals On Roster</u>	<u>FY 77 Sched Develop Experiences</u>	<u>FY 77 Ratio</u>	
Agency			1:1.01	25X1
DDO			1:0.52	
DDI			1:1.12	
DDS&T			1:1.36	
DDA			1:1.25	
E			1:0.52	

It is felt a good ratio between individuals identified for executive development and the number of developmental experiences for one year would be not less than 1:1.25. This ratio would provide one developmental experience for each officer and a second experience for 25% of them. Based on this approach, both the DDO and E Services project less than half the desired number of developmental experiences. Close monitoring of the name listings would be required to assure each officer received the needed development as opposed to several officers receiving multiple experiences.

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SUBJECT: (Optional)

FY 77 Personnel Development Program

FROM:

Director of Personnel
5 E 58, Hqs.

EXTENSION

NO.

DATE

10 NOV 1976

25X1

TO: (Officer designation, room number, and building)

DATE

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Deputy Director for
Administration

13 NOV 1976

B

to 5:

2. 7 D 26, Hqs.

3.

4.

5. Deputy Director of
Central Intelligence

15 Nov

du

We are, of course, available
for further discussion at your
convenience.

6. 7 E 12, Hqs.

7.

8.

9.

10.

11.

12.

13.

14.

15.

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ROUTING AND RECORD SHEET

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SUBJECT: (Optional)

PERSONNEL DEVELOPMENT/TRAINING

FROM:

JOHN F. BLAKE
DEPUTY DIRECTOR FOR
ADMINISTRATION, 7D24 HQS.

EXTENSION

NO.

DDA 76-5395

DATE

25X1

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. DEPUTY
DIRECTOR OF
CENTRAL

2. INTELLIGENCE
7E12
HEADQUARTERS

3. *Comptroller*

22 NOV 1976

ST

4.

5.

DDCT

6.

7.

8.

9.

10.

11.

12.

13.

14.

15.

*To 5: Jov
review & all
unmarked to
DDCI*

25X1

5 Nov.